

**WCKY, WKRC, WLW, WSAI, WEBN, WKFS,
WOFX-FM, WVMX & WKRC-TV**

EEO PUBLIC FILE REPORT

June 1, 2003 – May 31, 2004¹

I. VACANCY LIST

See Section II, the “Master Recruitment Source List” (“MRSL”) for recruitment source data

Job Title	Recruitment Sources (“RS”) Used to Fill Vacancy	RS Referring Hiree
Account Executive	1-45, 48-49, 51	48
Account Executive	1-45, 48-49, 51	48
Promotion Director	1-45, 48-49, 51	48
Account Executive	1-45, 48-49, 51, 55	42
Account Executive	1-45, 48-49, 51, 55	42
Account Executive	1-45, 48-49, 51, 55	55
Internet Sales Director	48*	48
Account Executive	1-45, 48-49, 51	41
Account Executive	1-45, 48-49, 51	42
Account Executive	1-45, 48-49, 51, 52	42
Commercial Production Director	1-45, 48-49, 51, 52	42
Account Executive	1-45, 48-49, 51, 52	48
Account Executive	1-45, 48-49, 51, 52	48
News Reporter	1-45, 48-49, 51, 51	49
Broadcast Designer	1-45, 48-50, 51, 56	48
Broadcast Designer	1-45, 48-50, 51, 56	56
Marketing Coordinator	1-45, 48-51	42
Newscast Director	1-45, 48-51	50
Photographer	1-45, 48-51, 53	48
News Writer	1-45, 48-51, 53	42
Community Outreach Director	1-45, 48-51, 53	49
Video Tape Editor	1-11, 13-26, 28-31, 34-45, 48, 50, 51	48
Newsbrief Producer	1-45, 48, 50-51, 53-54	45
Operations Engineer	1-45, 48-53	49
Sports Reporter	1-45, 48-53	52
Broadcast Photographer	1-45, 48-53	49
Account Executive	1-45, 48-53	48
Video Editor	1-45, 48-53	42
Newscast Producer	1-45, 48-53	48
News Producer	1-45, 48-53	48
Vacation Engineer	1-45, 48-53	52

¹ This report provides recruitment data collected through May 21, 2004. It was revised in May 2005 to address certain minor data and formatting discrepancies.

*Exigent circumstance

News Anchor Reporter	1-45, 48-53	49
Director of Market Development	1-45, 48-55	50
Account Executive	1-45, 48, 51, 53, 55	25
Account Executive	1-45, 48, 51, 53, 55	42
Account Executive	1-45, 48, 51, 53, 55	48
Account Executive	1-45, 48, 51, 53	48
Music Director/On Air	1-46, 48-49, 51, 53	46
Promotion Director	1-45, 48-49, 51, 53	49
Imaging/Production Director	1-46, 48-49, 51, 53	49
TV Maintenance Engineer	1-45, 48-51, 53	48
TV Clerical	1-45, 48, 50-51, 53	50
Talk Host/Personality	1-46, 48, 51, 53, 57	48
Morning Host	1-46, 48, 51, 53	46

**WCKY, WKRC, WLW, WSAI, WEBN, WKFS,
WOFX-FM, WVMX & WKRC-TV**

II. MASTER RECRUITMENT SOURCE LIST (“MRSL”)

RS Number	RS Information	Source Entitled To Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over reporting period
1	University of Cincinnati Ms. LaShanta Jones, Assistant Director Ethnic Programs & Services PO Box 210092 Cincinnati, OH 45221-0092 Telephone: (513) 556-6008 Fax: (513) 556-5805 Email: jonly@email.uc.edu	N	
2	University of Cincinnati Ms. Juliette Asuncion Career Development Center PO Box 210115 Cincinnati, OH 45221-0115 Telephone: (513) 556-3471 Fax: (513) 556-0650	N	
3	UC Raymond Walters College Ms. Tresha Lewis, Office Manager 9555 Plainfield Road Cincinnati, OH 45236 Telephone: (513) 745-5671 Fax: (513) 792-8626 Email: Tresha.Lewis@uc.edu	N	
4	University of Cincinnati – Clermont College Blaine Kelley, Placement Director 4200 Clermont College Drive Batavia, OH 45102-1785 Telephone: (513) 732-5277 Fax: (513) 732-5503 Email: blaine.Kelley@uc.edu	N	
5	Xavier University Stephanie Bates, Director Career Services 3800 Victory Parkway Cincinnati, OH 45207-2131 Telephone: (513) 745-3141 Fax: (513) 745-3523 Email: bates@xu.edu	N	2

6	Northern Kentucky University Ms. Karen Chinetti, Marketing/Technology Director Career Development Center University Center, Suite 230 – Nunn Drive Highland Heights, KY 41099 Telephone: (859) 572-5709 Fax: (859) 572-6996 Email: Chinetti@nku.edu	N	6 (all from Job Fair)
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7	College of Mt. St. Joseph Kenita Kelly, Coordinator of Career Development 5701 Delhi Road Cincinnati, OH 45223 Telephone: (513) 244-4484 Fax: (513) 244-4509 Email: career_center@mail.msje.edu	N	
8	Southern Ohio College Ms. Mira Simpson, Director of Career Placement 1011 Glendale-Milford Road Cincinnati, OH 45215 Telephone: (513) 672-7750 Fax: (513) 771-3413	N	
9	Thomas More College Ms. Renee Noel, Director, Career Planning Center 333 Thomas More Parkway Crestview Hills, KY 41017 Telephone: (859) 344-3386 Fax: (859) 344-3607 Email: renee.noel@thomasmore.edu	N	
10	Morehead State University Ms. Rhonda Crisp, Career Services 322 Allie Young Hall Morehead, KY 40351 Telephone: (606) 783-2233 Fax: (606) 783-5026	N	
11	Wilmington College Ms. Barbara Kaplan, Director of Career Services Pyle Center, Box 1306 Wilmington, OH 45177 Telephone: (937) 382-6661, Ext. 299 Fax: (937) 383-8528 ATTN: Melo-Dee Frederick	N	
12	Miami University Ms. Cathy Metcalfe Career Planning & Placement 241 Hoyt Hall Miami University Oxford, OH 45056 Telephone: (513) 529-3831 Fax: (513) 529-3822 Email: metcalcm@muohio.edu	N	1

13	Cincinnati State College Ms. Terri Reynolds 3520 Central Parkway Cincinnati, OH 45223 Telephone: (513) 569-1565 Fax: (513) 569-1719 Email: terri.Reynolds@cincinnatiastate.edu	N	
14	Central State University Ms. Lesa Taylor-Devond Director, Career Services PO Box 1004 1400 Brush Row Road Wilberforce, OH 45384-1004 Telephone: (937) 376-6444 Fax: (937) 376-6562 Email: careerservices@csu.ces.edu	N	

15	Central State University Dr. John C. (Turk) Logan, Jr. WCSU Cosby Mass Communications Center Wilberforce, OH 45384 Telephone: (937) 376-6011	N	
16	Wilberforce University Jack Williams Director of Co-Op/Career Planning & Placement Wilberforce, OH 45384 Telephone: (937) 376-2911	N	
17	Urban League of Greater Cincinnati Ms. Dianne Rogers, Workforce Development 3458 Reading Road Cincinnati, OH 45229 Telephone: (513) 281-9955 Fax: (513) 281-0466 Email: drogers@gcul.org	N	1
18	NAACP, Cincinnati Chapter Dr. Calvert Smith, President & Executive Director 4439 Reading Road Cincinnati, OH 45229 Telephone: (513) 281-1900 Fax: (513) 281-4454	N	
19	NAACP, Cincinnati Chapter Ms. Deborah D. Guilford, administrative assistant 4439 Reading Road Cincinnati, OH 45229 Telephone: (513) 281-1900 Fax: (513) 281-4454	N	
20	Baptist Ministers Conference The Rev. Dr. Calvin Harper, President Morning Star Baptist Church PO Box 6235 Cincinnati, OH 45206 Telephone: (513) 961-2600	N	
21	Baptist Ministers Conference The Rev. Damon Lynch, Jr. 121 Nuby Cincinnati, Oh 45217 Telephone: (513) 281-1025	N	

22	Interdenominational Ministerial Alliance The Rev. Jeannette Thomas Shegog Hilltop United Methodist Church 1930 West Galbraith Road Cincinnati, OH 45239 Telephone: (513) 931-3585	N	
23	Metropolitan Area Religious Coalition Council The Rev. Dr. Taylor T. Thompson, President Quinn Chapel AME Church 10988 Southland Road Cincinnati, OH 45250 Telephone: (513) 825-4900 Fax: (513) 825-5349	N	
24	Rainbow Coalition The Rev. H. L. Harvey, Jr., Chair New Friendship Baptist Church 3212 Reading Road Cincinnati, OH 45229 Telephone: (513) 221-4006 Fax: (513) 221-0197	N	
25	Ohio Center for Broadcasting Dave Lenahan, School Director 6703 Madison Avenue Cincinnati, OH 45227 Telephone: (513) 271-6060	N	1
26	Cincinnati Institute of Career Alternatives Clyde Richard, President 19 West elder Street Cincinnati, OH 45210 Telephone: (513) 357-2880	N	
27	Cincinnati-Hamilton County Community Action Agency Paula London & Monica Jenkins 1501 Madison Road Cincinnati, OH 45206 Telephone: (513) 569-4810 Ext. # 14 & # 13 Fax: (513) 569-4814	N	

28	Cincinnati-Hamilton County Community Action Agency Katrina Mundy, Director Personnel Services 2904 Woodburn Avenue Cincinnati, OH 45206 Telephone: (513) 569-1840 Ext. 23 Fax: (513) 569-1251 Email: k.mundy@cincy-caa.org	N	
28	PREP, Inc. Ms. Lucy Green, Executive Director 2260 Park Avenue Cincinnati, OH 45206 Telephone: (513) 221-4700	N	
30	Cincinnati Job Corps Ms. Lynay Straughn 1409 Western Avenue Cincinnati, OH 45214 Telephone: (513) 421-7222	N	
31	Ohio rehabilitation Services Commission Ms. Crystal Hoffman, Employer Services Specialist 8050 Beckett Center Dr., Ste 216 West Chester, OH 45069 Telephone: (513) 942-8909 Fax: (513) 942-3045 Email: RSC_CLV@ohio.gov	N	
32	Santa Maria Community Services Maritza Dyer, Bienestar program 2918 Price Avenue Cincinnati, OH 45204 Telephone: (513) 557-5372 Fax: (513) 557-5375	N	
33	Santa Maria Community Services Emily Snyder 3301 Warsaw Avenue Cincinnati, OH 45205 Telephone: (513) 557-2700 Fax: (513) 557-2706	N	
34	Job Bank/ACC Anne Campbell, Coordinator PO Box 43243 Cincinnati, OH 45243 Telephone: (513) 984-9990 Fax: (513) 984-9191 Email: acampbell@fuse.net	N	

35	Ohio Bureau Employment Services Mark Hilt, Veterans Outreach Specialist 1000 S. Ft. Thomas Avenue Ft. Thomas, KY 41075 Telephone: (859) 572-6213 Fax: (859) 572-6222 Email: mahilt@hotmail.com	Y	
36	Ohio Bureau Employment Services ATTN: Les Alcorn or Lou Cook 1916 Central Parkway Cincinnati, OH 45214 Telephone: (513) 852-3468 Fax: (513) 852-3105	N	
37	Hyde Park Job Search Focus Group Ed Hutchinson, President Pam Hctor, Office Manager 1345 Grace Avenue Cincinnati, OH 45208 Telephone: (513) 871-0320 Fax: (513) 871-3745 Email: jsfg@fuse.net	N	
38	YWCA Bridget Baker, Administrative Assistant 898 Walnut Street Cincinnati, OH 45202 Telephone: (513) 241-7090 Fax: (513) 768-4381	N	
39	The Clovernook Center Chuck Geiger, Employment Specialist Richard Kaufman & Debra Simmons 7000 Hamilton Avenue Cincinnati, OH 45231 Telephone: (513) 522-3860 Email: cgeiger@clovernook.org Email: rkaufman@clovernook.org Email: dsimmons@clovernook.org	N	
40	Ohio Association of Broadcasters Patricia Geary, Operations Manager 88 East Broad Street – Suite 1180 Columbus, OH 43215 Telephone: (614) 228-4052 Email: oab@oab.org www.oab.org	N	
41	www.clearcareers.com	N	4

42	The Cincinnati Enquirer Classified ads JobsWeekly Online - CareerBuilders Kristen O'Neal 312 Elm Street Cincinnati, OH 45202 Telephone: (513) 768-8345 Fax: (513) 768-8350 Email: koneal@enquirer.com	N	104
43	The Cincinnati Post Classified ads JobsWeekly Online - CareerBuilders Kristen O'Neal 312 Elm Street Cincinnati, OH 45202 Telephone: (513) 768-8345 Fax: (513) 768-8345 Email: koneal@enquirer.com	N	
44	The Cincinnati Herald Classified ads Lavenna Jordan 354 Hearne Avenue Cincinnati, OH 45229 Telephone: (513) 961-3331 Fax: (513) 961-0304	N	
45	Internal posting at each station: WCKY-AM, WKRC-AM, WLW-AM, WSAI-AM WEBN-FM, WKFS-FM, WOFX-FM, WVMX-FM WKRC-TV Internal contacts: Kelley Martin – 763-5717 Kim Rasnake – 852-1051 Bruce Still – 852-1754 Diane Turner – 763-5445	N	16
46	www.allaccess.com (online posting of selected broadcast/on-air positions)	N	3
47	The Associated Press Kate Roberts 1103 Schrock Road – Suite 300 Columbus, OH 43229 Telephone: 800-762-4841 or (614) 855-2727	N	

48	Employee referral	N	50
49	Non-employee referral	N	34
50	www.wkrc.com	N	3
51	www.hirediversity.com	N	
52	Mail-in/Call-in by applicant including talent agents	N	17
53	West 7 th Street First Church of Christ Pastor Gracie Muldoon 312 West 7 th Street Newport, KY 41071 Telephone: (859) 431-7456 Email: GracieMuldoon@msn.com	Y	
54	Job News Classified ads Mark Nightingale, General Manager 4438 Carver Woods Drive Cincinnati, OH 45242 Telephone: (513) 984-5724 Fax: (513) 984-2672 Email: slynch@jobnewsusa.com	N	
55	WKRC – WSAI Radio On-air announcements Ann Remmy 1111 St. Gregory Street Cincinnati, OH 45202 Telephone: (513) 852-1758	N	8
56	Columbus Dispatch Classified ads Don Cunningham 5300 Crosswind Drive Columbus, OH 43228 Telephone: (614) 889-8888 Fax: (614) 461-8552	N	1
57	National Association of Hispanic Journalists Ivan Roman, Executive Director NAHJ Job Bank 1000 National Press Building 529 14 th Street N.W. Washington, DC 20045-2001 Telephone: (202) 662-7145 Fax: (202) 662-7144 Email: jobbank@nahj.org	Y	

58	Broadcast Image Group Consultant Agency Contact: Larry Rickel 7744 Broadway – Suite 100 San Antonio, TX 78209 Telephone: (210) 828-6664 Fax: (210) 828-6225	N	1

TOTAL INTERVIEWEES OVER REPORTING PERIOD: 252

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III. RECRUITMENT INITIATIVES

TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)	BRIEF DESCRIPTION OF ACTIVITY
Internship Program	During the reporting period, the stations offered internships to 73 students from 19 different colleges/trade schools, including the University of Cincinnati, Xavier University, Northern Kentucky University, Miami University and Ohio Center for Broadcasting. Interns received training and experience in various areas of broadcasting including News, Programming, Production, Promotion, Event, Sales, Business and Information Technology (IT).
Job Shadow/Internship Program	The stations work with area high schools to help students explore careers through Job Shadowing or limited internships. During this reporting period, we accepted interns from several area high schools. Examples: a female student from Holmes High School is concluding a program/production department internship with WKRC-AM; an Anderson High School student interested in a career in music programming interned with WEBN-FM's Music Director; and two female students from St. Ursula Academy job shadowed with WEBN-FM.
Scholarship Program	In partnership with the University of Cincinnati, the stations annually support the Darwin T. Turner Scholars program, which focuses on assisting an academically talented student of color from the Cincinnati area who pursues a major in the field of Broadcast Communications, Promotion or Sales/Marketing. A Clear Channel Scholarship Committee interviews eligible candidates in the Spring each year. Three students each received a \$3,000 scholarship during the reporting period.
Participation in five (5) Job Fairs	(1) Participated in Miami University Career Fair, Oxford, Ohio September 23, 2003. Participants from the stations included Sales Manager Mark Scherer and Operations/Compliance Director Bruce Still (2) Participated in October 15, 2003 Central State University Career Fair at Wilberforce, Ohio. Participants from the stations included Operations/Compliance Director Bruce Still.

TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)	BRIEF DESCRIPTION OF ACTIVITY
	<p>(3) Participated in November 5, 2003 University of Cincinnati Ethnic Career Fair, Cincinnati, Ohio. Participants from the stations included WVMX-FM Sales Manager Callie Aichholz and Operations/Compliance Director Bruce Still.</p> <p>(4) Participated in April 6, 2004 Northern Kentucky University Job Expo, Highland Heights, Kentucky. Participants from the stations included FM General Sales Manager Lisa Thal, WKRC/WSAI Sales Manager Ann Remmy, FM Production Director Mark Erickson (Ranger Bob) and Operations/Compliance Director Bruce Still.</p> <p>(5) Participated in April 7, 2004 University of Cincinnati Bearcat Trackers Careefest, Cincinnati, Ohio. Participants from the stations included WKFS-FM Sales Manager Mitch Galvin, WKRC/WSAI Sales Manager Bill Mountel, FM Promotion Director Jennifer McElroy, FM Production Director Mark Erickson (Ranger Bob) and Operations/Compliance Director Bruce Still.</p>
Co-Sponsor of Two Job Fairs	<p>The Clear Channel stations have co-sponsored Job Fairs with The Urban League of Greater Cincinnati since 2002, including two Job Fairs during this reporting period—The Urban League Fall Professional Job Fair & Employer Showcase, held November 1, 2003, and the Spring Professional Job Fair & Employer Showcase, held May 1, 2004. Participants from the stations included Mike Kenney, Regional VP/Market Manager; Sales Managers Sharon McCormick, Ann Remmy, Bill Mountel; Diane Turner, WKRC-TV EEO Recruiter; and Bruce Still, Operations/Compliance Director</p>
Internship/Mentoring program	<p>In September 2002 Clear Channel's three Cincinnati divisions, Television, Radio and Clear Channel Entertainment – in conjunction with the University of Cincinnati's Electronic Media Division undergraduate program – established a Management Mentoring Program that is focused on providing minority or female students with extensive direct career counseling and guidance by station management over a prolonged period. The stations continued to support this program during the reporting period by selecting two participants, one of whom later dropped out due to a change in personal circumstances.</p>
Mentoring/Training Program	<p>During this reporting period, the stations sent one account executive to Clear Channel's special Account Executive Training Program (AETP), held</p>

TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)	BRIEF DESCRIPTION OF ACTIVITY
	in New York City for four (4) weeks starting June 2, 2003. The AETP is designed to provide promising minority and women account executives with the information and insights needed for promotion to higher-level positions, as well as help them acquire better skills and sales techniques.
Participation in programs sponsored by educational institutions relating to career opportunities in broadcasting	<p>The Stations' management personnel participate in various college/university/high school events designed to explore career opportunities in broadcasting and other related fields. Examples:</p> <p>(1) On September 30, 2003 Bruce Still, Operations/Compliance Director, met with students at Campbell County (Kentucky) high school's Careers class to discuss various opportunities in the field of broadcasting.</p> <p>(2) On October 28, 2003, WKFS Sales Manager Randy Grossert participated in Xavier University's annual "Meet The Firms" night sponsored by the Marketing Department. During the hour-and-a-half round-table program he explored with students the many career opportunities in broadcasting.</p>
Internet Program designed to promote outreach generally	Our job openings are posted on www.hirediversity.com which provides extensive job hunting advice and background information in addition to individual job listings.

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EEO PUBLIC FILE REPORT

June 1, 2004 – May 31, 2005¹

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See Section II, the “Master Recruitment Source List” (“MRSL”) for recruitment source data.

Job Title	Recruitment Sources (“RS”) Use to Fill Vacancy	RS Referring Hiree
Account Executive	1-28, 30-45, 48, 51, 53, 57	48
Promotion Assistant	1-28, 30-45, 48, 51, 53, 57	48
Account Executive	1-28, 30-45, 48, 51, 53, 57	48
News Meteorologist	1-45, 47-53, 57-58, 62	62
Account Executive	1-28, 30-45, 48, 51, 53, 57	48
Account Executive	1-28, 30-45, 51, 53, 57	42
Account Executive	1-28, 30-45, 51, 53, 57	45
Account Executive	1-28, 30-45, 48, 51, 53, 57	48
Executive Producer	1-45, 47-53, 57-58	58
Promotions Director	1-45, 48, 51, 53, 57	48
Account Executive	1-28, 30-45, 51, 53, 57	42
Account Executive	1-28, 30-45, 51, 53, 57	42
Engineer	1-28, 30-45, 51, 53, 57, 59	42
Account Exec	1-45, 48, 51, 53, 57, 59	48
News Reporter	1-46, 51, 53, 57, 59	46
Account Executive	1-45, 48, 51, 53, 57, 59	48
Sales Assistant	1-45, 48, 51, 53, 57, 59	48
On-air Personality	1-46, 51, 53, 57, 59	45
Billing Clerk	1-45, 48-53, 57, 59	42
News Reporter	1-45, 47-53, 57-59	49
Marketing Coordinator	1-45, 47-53, 57-59	48
Broadcast Designer	1-45, 47-53, 57, 59	42
Account Executive	1-28, 30-45, 48, 51, 53, 57, 59	48
Account Executive	1-28, 30-45, 48, 51, 53, 57, 59	48
Account Executive	1-28, 30-45, 48, 51, 53, 57, 59	48
Account Executive	1-28, 30-45, 48, 51, 53, 57, 59	48
News Producer	1-45, 47-53, 57-59	40
Account Executive	1-45, 48-53, 57-59	48
News Reporter	1-45, 47-53, 57-59	52
Assignment Editor	1-45, 48-53, 57, 59-60	52
On-air Host	48*	48
On-air Co-Host	48*	48
Assistant Program Director/Executive Producer	1-28, 30-45, 48, 51, 53, 57, 59	48
Account Executive	1-28, 30-45, 51, 53, 57, 59	42
Account Executive	1-28, 30-45, 48, 51, 53, 57, 59	48

¹ This report provides recruitment data collected from May 22, 2004 through May 21, 2005.

* Exigent Circumstance

Account Executive	1-28, 30-45, 49, 51, 53, 57, 59	49
News Producer	1-45, 47-53, 57-59	42
Account Executive	1-28, 30-45, 48, 51, 53, 57, 59	48
Traffic Assistant	1-28, 30-45, 51, 57, 59	42
Local Sales Manager	1-28, 30-45, 48-49, 51, 57, 59, 63	49

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II. MASTER RECRUITMENT SOURCE LIST (“MRSL”)

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2	University of Cincinnati Ms. Juliette Asuncion Career Development Center PO Box 210115 Cincinnati, OH 45221-0115 Telephone: (513) 556-3471 Fax: (513) 556-0650	N	4
3	UC Raymond Walters College Ms. Tresha Lewis, Office Manager 9555 Plainfield Road Cincinnati, OH 45236 Telephone: (513) 745-5671 Fax: (513) 792-8626 Email: Tresha.Lewis@uc.edu	N	
4	University of Cincinnati – Clermont College Blaine Kelley, Placement Director 4200 Clermont College Drive Batavia, OH 45102-1785 Telephone: (513) 732-5277 Fax: (513) 732-5503 Email: blaine.Kelley@uc.edu	N	1
5	Xavier University Stephanie Bates, Director Career Services 3800 Victory Parkway Cincinnati, OH 45207-2131 Telephone: (513) 745-3141 Fax: (513) 745-3523 Email: bates@xu.edu	N	

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6	Northern Kentucky University Ms. Karen Chinetti, Marketing/Technology Director Career Development Center University Center, Suite 230 – Nunn Drive Highland Heights, KY 41099 Telephone: (859) 572-5709 Fax: (859) 572-6996 Email: Chinetti@nku.edu	N	1
7	College of Mt. St. Joseph Kenita Kelly, Coordinator of Career Development 5701 Delhi Road Cincinnati, OH 45223 Telephone: (513) 244-4484 Fax: (513) 244-4509 Email: career_center@mail.msjeu	N	
8	Brown Mackie – Cincinnati (formerly Southern Ohio College) Ms. Mira Simpson, Director of Career Placement 1011 Glendale-Milford Road Cincinnati, OH 45215 Telephone: (513) 672-7750 Fax: (513) 672-7752 or 771-3413 Email: mismith@brownmackie.edu	N	1
9	Thomas More College Ms. Renee Noel, Director, Career Planning Center 333 Thomas More Parkway Crestview Hills, KY 41017 Telephone: (859) 344-3386 Fax: (859) 344-3607 Email: renee.noel@thomasmoe.edu	N	
10	Morehead State University Ms. Rhonda Crisp, Career Services 322 Allie Young Hall Morehead, KY 40351 Telephone: (606) 783-2233 Fax: (606) 783-5026	N	
11	Wilmington College Ms. Barbara Kaplan, Director of Career Services	N	1

RS Number	RS Information	Source Entitled To Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
	Pyle Center, Box 1306 Wilmington, OH 45177 Telephone: (937) 382-6661, Ext. 299 Fax: (937) 383-8528 ATTN: Melo-Dee Frederick		
12	Miami University Ms. Cathy Metcalfe Career Planning & Placement 241 Hoyt Hall Miami University Oxford, OH 45056 Telephone: (513) 529-3831 Fax: (513) 529-3822 Email: metcalcm@muohio.edu	N	1
13	Cincinnati State College Ms. Terri Reynolds 3520 Central Parkway Cincinnati, OH 45223 Telephone: (513) 569-1565 Fax: (513) 569-1719 Email: terri.Reynolds@cincinnatiastate.edu	N	
14	Central State University Ms. Lesa Taylor-Devond Director, Career Services PO Box 1004 1400 Brush Row Road Wilberforce, OH 45384-1004 Telephone: (937) 376-6444 Fax: (937) 376-6562 Email: careerservices@csu.ces.edu	N	
15	Central State University Dr. John C. (Turk) Logan, Jr. WCSU Cosby Mass Communications Center Wilberforce, OH 45384 Telephone: (937) 376-6011	N	
16	Wilberforce University Hardy Brown Director of Co-Op/Career Planning & Placement Wilberforce, OH 45384 Telephone: (937) 376-2911 Email: wucareers@wilberforce.edu	N	

RS Number	RS Information	Source Entitled To Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
17	Urban League of Greater Cincinnati Ms. Dianne Rogers, Workforce Development 3458 Reading Road Cincinnati, OH 45229 Telephone: (513) 281-9955 Fax: (513) 281-0466 Email: drogers@gcul.org	N	1
18	NAACP, Cincinnati Chapter Edith Thrower, President & Executive Director 4439 Reading Road Cincinnati, OH 45229 Telephone: (513) 281-1900 Fax: (513) 281-4454	N	
19	NAACP, Cincinnati Chapter Ms. Deborah D. Guilford, administrative assistant 4439 Reading Road Cincinnati, OH 45229 Telephone: (513) 281-1900 Fax: (513) 281-4454	N	
20	Baptist Ministers Conference The Rev. Dr. Calvin Harper, President Morning Star Baptist Church PO Box 6235 Cincinnati, OH 45206 Telephone: (513) 961-2600	N	
21	Baptist Ministers Conference The Rev. Damon Lynch, Jr. 121 Nuby Cincinnati, Oh 45217 Telephone: (513) 281-1025	N	
22	Interdenominational Ministerial Alliance The Rev. Jeannette Thomas Shegog Hilltop United Methodist Church 1930 West Galbraith Road Cincinnati, OH 45239 Telephone: (513) 931-3585	N	

23	Metropolitan Area Religious Coalition Council The Rev. Dr. Taylor T. Thompson, President Quinn Chapel AME Church 10988 Southland Road Cincinnati, OH 45250 Telephone: (513) 825-4900 Fax: (513) 825-5349	N	
24	Rainbow Coalition The Rev. H. L. Harvey, Jr., Chair New Friendship Baptist Church 3212 Reading Road Cincinnati, OH 45229 Telephone: (513) 221-4006 Fax: (513) 221-0197	N	
25	Ohio Center for Broadcasting Dave Lenahan, School Director 6703 Madison Avenue Cincinnati, OH 45227 Telephone: (513) 271-6060	N	1
26	Goodwill Industries Ted Forrest, Employment specialist 10,600 Springfield Pike Cincinnati, OH 45215 Telephone: (513) 771-4800 Fax: (513) 621-5990 Email: tforrest@cincigoodwill.org	Y	
27	Cincinnati-Hamilton County Community Action Agency Paula London & Monica Jenkins 1501 Madison Road Cincinnati, OH 45206 Telephone: (513) 569-4810 Ext. # 14 & # 13 Fax: (513) 569-4814	N	
28	Cincinnati-Hamilton County Community Action Agency Katrina Mundy, Director Personnel Services 2904 Woodburn Avenue Cincinnati, OH 45206 Telephone: (513) 569-1840 Ext. 23 Fax: (513) 569-1251 Email: k.mundy@cincy-caa.org	N	

29	PREP, Inc. Ms. Lucy Green, Executive Director 2260 Park Avenue Cincinnati, OH 45206 Telephone: (513) 221-4700	N	
30	Cincinnati Job Corps Ms. Lynay Straughn 1409 Western Avenue Cincinnati, OH 45214 Telephone: (513) 421-7222	N	
31	Ohio rehabilitation Services Commission Ms. Crystal Hoffman, Employer Services Specialist 8050 Beckett Center Dr., Ste 216 West Chester, OH 45069 Telephone: (513) 942-8909 Fax: (513) 942-3045 Email: RSC_CLV@ohio.gov	N	
32	Santa Maria Community Services Maritza Dyer 2918 Price Avenue Cincinnati, OH 45204 Telephone: (513) 557-5372 Fax: (513) 557-5375	N	
33	Santa Maria Community Services Emily Snyder 3301 Warsaw Avenue Cincinnati, OH 45205 Telephone: (513) 557-2700 Fax: (513) 557-2706	N	
34	Job Bank/ACC Anne Campbell, Coordinator PO Box 43243 Cincinnati, OH 45243 Telephone: (513) 984-9990 Fax: (513) 984-9191 Email: acampbell@fuse.net	N	
35	Ohio Bureau Employment Services Mark Hilt, Veterans Outreach Specialist 1000 S. Ft. Thomas Avenue Ft. Thomas, KY 41075 Telephone: (859) 572-6213 Fax: (859) 572-6222 Email: mahilt@hotmail.com	Y	

36	Ohio Bureau Employment Services ATTN: Les Alcorn or Lou Cook 1916 Central Parkway Cincinnati, OH 45214 Telephone: (513) 731-9800 Fax: (513) 458-6148	N	
37	Hyde Park Job Search Focus Group Ed Hutchinson, President Pam Hocht, Office Manager 1345 Grace Avenue Cincinnati, OH 45208 Telephone: (513) 871-0320 Fax: (513) 871-3745 Email: jsfg@fuse.net	N	
38	YWCA Bridget Baker, Administrative Assistant 898 Walnut Street Cincinnati, OH 45202 Telephone: (513) 241-7090 Fax: (513) 768-4381	N	
39	The Clovernook Center Chuck Geiger, Employment Specialist Richard Kaufman & Debra Simmons 7000 Hamilton Avenue Cincinnati, OH 45231 Telephone: (513) 522-3860 Email: cgeiger@clovernook.org Email: rkaufman@clovernook.org Email: dsimmons@clovernook.org	N	
40	Ohio Association of Broadcasters Patricia Geary, Operations Manager 88 East Broad Street – Suite 1180 Columbus, OH 43215 Telephone: (614) 228-4052 Email: oab@oab.org www.oab.org	N	1
41	www.clearcareers.com	N	5
42	The Cincinnati Enquirer Classified ads JobsWeekly Online - CareerBuilders Kristen O'Neal 312 Elm Street Cincinnati, OH 45202 Telephone: (513) 768-8345 Fax: (513) 768-8350 Email: koneal@enquirer.com	N	59

43	The Cincinnati Post Classified ads JobsWeekly Online - CareerBuilders Kristen O'Neal 312 Elm Street Cincinnati, OH 45202 Telephone: (513) 768-8345 Fax: (513) 768-8345 Email: koneal@enquirer.com	N	
44	The Cincinnati Herald Classified ads Donna Metzger 354 Hearne Avenue Cincinnati, OH 45229 Telephone: (513) 591-6180 (DD 591-6102) Fax: (513) 242-4366 Email: classified@communitypress.com	N	
45	Internal posting at each station: WCKY-AM, WKRC-AM, WLW-AM, WSAI-AM, WEBN-FM, WKFS-FM, WOFX-FM, WVMX-FM, WKRC-TV Internal contacts: Kelley Martin – 763-5717 Kim Rasnake – 852-1051 Bruce Still – 852-1754 Diane Turner – 763-5445	N	15
46	www.allaccess.com (online posting of selected broadcast/on-air positions)	N	4
47	The Associated Press Kate Roberts 1103 Schrock Road – Suite 300 Columbus, OH 43229 Telephone: 800-762-4841 or (614) 855-2727	N	
48	Employee referral	N	47
49	Non-employee referral	N	19
50	www.wkrc.com	N	1
51	www.hirediversity.com	N	
52	Mail-in/Call-in by applicant including talent agents	N	12

53	West 7 th Street First Church of Christ Pastor Gracie Muldoon 312 West 7 th Street Newport, KY 41071 Telephone: (859) 431-7456 Email: GracieMuldoon@msn.com	Y (Per RS request, removed 3/05)	
54	Job News Classified ads Mark Nightingale, General Manager 4438 Carver Woods Drive Cincinnati, OH 45242 Telephone: (513) 984-5724 Fax: (513) 984-2672 Email: slynch@jobnewsusa.com	N	
55	WKRC – WCKY Radio On-air announcements Ann Remmy 8044 Montgomery Road – Suite 650 Cincinnati, OH 45236 Telephone: (513) 686-8300	N	
56	Columbus Dispatch Classified ads Don Cunningham 5300 Crosswind Drive Columbus, OH 43228 Telephone: (614) 889-8888 Fax: (614) 461-8552	N	
57	National Association of Hispanic Journalists Ivan Roman, Executive Director NAHJ Job Bank 1000 National Press Building 529 14 th Street N.W. Washington, DC 20045-2001 Telephone: (202) 662-7145 Fax: (202) 662-7144 Email: jobbank@nahj.org	Y	
58	Broadcast Image Group Consultant Agency Contact: Larry Rickel 7744 Broadway – Suite 100 San Antonio, TX 78209 Telephone: (210) 828-6664 Fax: (210) 828-6225	N	4

59	Burke & Schindler (Certified Public Accountants) Gregg Fitzgerald 901 Adams Crossing Cincinnati, OH 45202 Telephone: (513) 455-8200 Email: gfitzgerald@burkecpa.com	Y (RS added 7/04)	0
60	MediaLine (TV jobs only) Mark Shilstone, Manager PO Box 51909 Pacific Grove, CA 93950 Telephone: (800) 237-8073	Y (RS added 11/04)	
61	Monsterjob.com (TV jobs only) Nancy Pilsch 5 Clock Tower Town – Suite 500 Maynar, MA 01754 Telephone: (978) 461-8304 Fax: (978) 823-4304 Email: nancy.pilsch@monster.com	N	
62	American Meteorologist Society Kelly Garvey 45 Beacon Street Boston, MA 020108-3693 Telephone: (617) 227-2425 Fax: (617) 742-8718	N	1
63	Inside Radio (Radio jobs only) Gene McKay, General Manager PO Box 422 Littleton, NH 03561 Telephone: 800-640-8852	N	3

TOTAL INTERVIEWEES OVER REPORTING PERIOD: 182

**WCKY, WKRC, WLW, WSAI, WEBN, WKFS,
WOFX-FM, WVMX & WKRC-TV**

III. RECRUITMENT INITIATIVES

TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)	BRIEF DESCRIPTION OF ACTIVITY
Internship Program	During the reporting period, the stations offered internships to 66 students from 21 different colleges/trade schools, including the University of Cincinnati, Cincinnati State College, Xavier University, Northern Kentucky University, Miami University, Ohio University, Ohio State University, Thomas More College, Wilmington College and Ohio Center for Broadcasting. Interns received training and experience in various areas of broadcasting including News, Programming, Production, Promotion, Event, Sales, Business and Information Technology (IT).
Job Shadow/Internship Program	The stations work with area high schools to help students explore careers through Job Shadowing or limited internships. During this reporting period, we accepted interns from several area high schools. Example: for the second year, an internship was provided a senior in Indian Hill high school's Marketing Technology program; the student interned in Promotion/Events.
Scholarship Program	Since 1998 the stations have supported the Darwin T. Turner Scholars program at the University of Cincinnati, assisting academically talented students of color from the Cincinnati area who are pursuing a major in the field of Broadcast Communications, Promotion or Sales/Marketing. Students designated as Clear Channel scholars receive an annual grant of \$3,000 for four years. Three students were under Clear Channel scholarship grants during this reporting period.
Participation in three (3) Job Fairs	(1) Participated in University of Cincinnati Ethnic Student Job Fair, November 3, 2004. Participants from the stations included Chris Sehring, WKRC-TV VP/General Manager, Sales Managers Mike Jamison, Brian Wiles, Bill Mountel and Operations/Compliance Director Bruce Still (2) Participated in March 11, 2005 Xavier University Diversity Across Careers Employment Fair. Participants from the stations included Sales

TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)	BRIEF DESCRIPTION OF ACTIVITY
	<p>Managers Lisa Thal, Mitch Galvin, John Kennedy; Promotion/Events Managers Jennifer McElroy and Melissa Hopman and Operations/Compliance Director Bruce Still.</p> <p>(3) Participated in March 23, 2005 Miami University Spring Internship & Career Expo. Participants from the stations included VP/Director of Sales Chuck Fredrick, Sales Manager Mike Jamison and Operations/Compliance Director Bruce Still</p>
Co-Sponsor of Two Job Fairs	<p>The Clear Channel stations have co-sponsored Job Fairs with The Urban League of Greater Cincinnati since 2002, including two Job Fairs during this reporting period—The Urban League Fall Professional Job Fair & Employer Showcase, held November 3, 2004, and the Spring Professional Job Fair & Employer Showcase, held April 26, 2005. Participants from the stations included Chris Sehring, WKRC-TV VP/GM, Chuck Fredrick, VP/Director of Sales; Sales Managers Tom Horan, Bill Mountel, John Kennedy, Mitch Galvin, Brian Wiles; WKRC-TV Program Director Rich Wagar; Diane Turner, WKRC-TV EEO Recruiter; and Bruce Still, Operations/Compliance Director</p>
Internship/Mentoring program	<p>In September 2002, Clear Channel's three Cincinnati divisions, Television, Radio and Clear Channel Entertainment – in conjunction with the University of Cincinnati's Electronic Media Division undergraduate program – established a Management Mentoring Program that is focused on providing minority or female students with extensive direct career counseling and guidance by station management over a prolonged period. The stations continued to support this program during the reporting period by selecting a female desiring to enter the broadcast field in promotion/events.</p>
Participation in programs sponsored by educational institutions relating to career opportunities in broadcasting	<p>The Stations' management personnel participate in various college/university/high school events designed to explore career opportunities in broadcasting and other related fields. Examples:</p> <p>(1) Rick Wagar, WKRC-TV Director of Program Operations, is a member of the Advisory Board for The Ohio Center for Broadcasting. He speaks periodically to students regarding education, recruiting and career opportunities. His last presentation was to two classes on May 16, 2005.</p> <p>(2) On August 10, 2004 Bruce Still, Operations/Compliance Director, talked with the</p>

TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)	BRIEF DESCRIPTION OF ACTIVITY
	<p>Communications class at Southern Ohio College about the variety of job available in broadcasting.</p> <p>(3) On September 8, 2004, WKFS Sales Manager Mitch Galvin participated in Xavier University's annual "Meet The Firms" night sponsored by the Marketing Department. During the hour-and-a-half round-table program he explored with students the many career opportunities in broadcasting.</p> <p>(4) On September 13, 2004 WKRC-TV Account Executive Caroline Nahrwold spoke to students at Northern Kentucky University's Media Broadcasting class on career goals and opportunities and the value of networking.</p> <p>(5) Mark Erickson, Production Manager, was the featured speaker at Southern Ohio College's "What It Takes" series on September 20, 2004, on what it takes to be an audiovideo production professional.</p> <p>(6) On February 18, 2005, WKRC-TV's Denae D'Arcy and Leslie Wardlow spoke at Taylor High School's Career Day about the various opportunities in television.</p> <p>(7) On February 23, 2005 Chris Sehring, WKRC-TV VP/GM and Rick Wagar, WKRC-TV Director of Program Operations, addressed Electronic Media students at the University of Cincinnati about careers in broadcasting.</p>
Training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination	Clear Channel corporate counsel presented a two-day, all-employee seminar entitled "Preventing Workplace Discrimination & Harassment" in August 2004. In addition, key management personnel periodically review Clear Channel's Broadcast Diversity Recruitment Plan, corporate policy and FCC EEO rules/guidelines on outreach, recruitment and hiring at the stations' department head meetings.